



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT HOOD
BUILDING 1001, ROOM W321
FORT HOOD, TEXAS 76544-5002



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GARRISON POLICY
CMD GP - 01

MEMORANDUM FOR All Soldiers and Employees

JUL 1 0 2009

SUBJECT: Command Philosophy

1. **Mission.** Our garrison's core mission is to support the units of Fort Hood, III Corps, its Soldiers and Family members. Our mission is our top priority. This command philosophy provides a concrete foundation preparing us to accomplish our support mission while, at the same time, leading, training, maintaining, and caring for our workforce.
2. **We provide a World-Class Garrison Force Generation process.** We support units, Soldiers and Family members continuously through all stages of Reconstitution; Manning/Training/Deployment; Execution; Redeployment; and Reintegration. We are committed to providing units with the best training environment, while providing Soldiers and Families a Quality of Life that is commensurate with their service. We must strive to provide the optimum "Common level of Support" while maximizing our resources.
3. **We enforce discipline and safe operations from start to finish.** In Garrison, discipline is a way of life. Discipline is habitually doing what needs to be done, to proper standard, without being told. Leaders nurture and enforce discipline – guarding against complacency and short cuts. A disciplined and well-trained workforce is safe and competent at all times. When safety is in doubt, cease the activity.
4. **We will continue to develop our workforce and its leaders.** The Garrison requires tough, proficient workers, who put into practice all that they have been taught. They can motivate, innovate; and accurately report and make recommendations. The Garrison requires a determined and active workforce that can effectively visualize, describe, and take the necessary actions to get the job done. Leaders develop great workers and future leaders to be able to perform these hard tasks. We are constantly developing the workforce through training and experience, with a balance of supervision and initiative. We will teach and practice "mission accomplishment." Senior leaders will be prepared to assign tasks, provide resources, establish standards, and hold junior leaders accountable for results. Senior leaders must communicate their "intent".
5. **We are a "team of teams."** We achieve cohesion and effectiveness through communication, coordination, cooperation, and collaboration. Garrison operations demand a tight workforce and teamwork at all levels. Teamwork builds strong organizations. Teamwork begins when leaders care for their employees and is achieved when all employees routinely take care of each other. We will treat all workers with *DIGNITY* and *RESPECT*. Abuse or misuse of employees will not be tolerated. Bigotry, sexual harassment, or prejudicial behavior will not be tolerated.
6. In closing, serving in the Garrison is a privilege. Fort Hood is the home of our Army's elite armored fighting units. It has a long-standing reputation for clear mission orientation, outstanding performance, and a great workforce. I will devote all of my duty time, energy, and effort toward accomplishing our mission. I expect the same commitment from you. It is an honor to serve with you.

WILLIAM V. HILL III
COL, AR
Commanding